



JCTA Table Talk

2 June 2022



JCTA Negotiates 4% Raise plus \$1,000 Continuity Stipend and More!

Your JCTA Bargaining Team has negotiated a tentative agreement that provides a 4% across-the-board raise for all employees, plus a \$1,000 continuity stipend for the 2022-2023 school year equal to an additional 1.5% of pay for the average teacher. Because step increases average about 2.5% of pay, those **employees receiving a monetary step increase may see a combined pay increase, with their step, of 8% (or more, depending on years of service), compared to the current salary schedule!**

JCTA also negotiated a substantial increase in the salary supplement at Enhanced Support Schools (AIS and Choice Zone schools). **Beginning with the 2023-24 school year, the Enhanced Support School supplement will increase from \$1,600 to \$8,000** and will increase by 1.5% per year for each additional year of continuous service at an Enhanced Support School up to twenty years. The supplement then increases to \$14,000 for 25 years of continuous service at an Enhanced Support School.

The agreement also has a number of other positive provisions:

- All Mental Health Practitioners who are currently being paid on a classified pay scale will be placed on the regular JCTA salary schedule.
- The extra service stipend paid to middle school and high school robotics coaches is extended to include elementary school robotics coaches.
- The agreement commits the district to work to reduce the need for teachers in Enhanced Support Schools to fill in for absences and vacancies (through strategies such as full-time substitutes).
- The agreement commits the district to work to provide mental wellness supports to the staff in Enhanced Support Schools (through strategies such as mental wellness grants for these schools).
- The definition of Enhanced Support Schools in Article 33 of the labor agreement, which currently defines Enhanced Support Schools as being AIS schools, is expanded to include both AIS schools and Choice Zone schools.
- Contract Article 33 (Enhanced Support Schools) is updated to reflect changes in the transfer and other processes, including an early start for the transfer process for Enhanced Support Schools.

JCTA and JCPS also reached agreement on a one-year Memorandum of Understanding for the 2022-23 school year that clarifies when and how non-school-based employees can be reassigned to schools to fill in due to high teacher shortages (positions unfilled for more than two weeks), limiting such placements to no more than a total of 12 weeks, requiring the placement of school-based non-teachers-of-record before utilizing non-school-based staff, specifying that such placements will be based on seniority and certification, and assuring that employees being reassigned have their district responsibilities placed on hold so they do not have to do dual duty, and assuring these temporary teachers-of-record have the same contractual rights as other teachers-of-record.

The JCTA Board of Directors has thoroughly reviewed all the provisions of the tentative agreement and voted overwhelmingly to recommend all members vote yes to approve the agreement! The full text of the agreement follows for your review. Online voting will begin Friday, June 3, 2022 and will end at 5 pm on June 8, 2022. Please monitor your JCPS email inbox for a link to vote in the contract ratification process.

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY TEACHERS ASSOCIATION

The parties to this agreement are the Jefferson County Teachers Association (JCTA), and the Jefferson County Board of Education (JCBE). The JCBE and JCTA negotiation teams hereby tentatively agree, subject to JCBE approval and ratification by the JCTA membership, to the following:

1. Collective Bargaining Agreement (CBA) language changes in Article 33. See attached article with changes noted.
2. Mental Health Practitioners (MHPs) will be added to the Teacher salary schedule (Schedule III) based on their step for the 2021-22 school year and their rank (or equivalent) effective July 1, 2022.
3. Effective school year 2022-2023, "Robotics Sponsor" will be added to the Elementary School Extra Service Pay Schedule at the same rate as the Middle/High School Robotics Sponsor.
4. Consistent with the allowable use of district and federal funds and in consideration of the importance of the continuity of educational services during the pandemic and in consideration of additional duties and services that will be required during the 2022-2023 school year as a result of the pandemic, a one-time, reasonable and necessary schedule of fringe-benefit payments shall be made to employees as follows:
 - All full and permanent part-time employees active as of November 11, 2022, will receive a one-time payment of \$500 on November 25, 2022.
 - All full and permanent part-time employees active as of May 12, 2023, will receive a one-time payment of \$500 on May 26, 2023.
5. For FY23 (2022-2023), 4% will be added to each cell of the teacher 187-day salary schedule.

Diane Porter
Chairperson, JCBE

Date

Dr. Martin Pollio
Superintendent, JCBE

Date

O'Dell Henderson

Date

Director, Labor Management and Employee Relations, JCBE

Brent McKim
President, JCTA

Date

DeeAnn Flaherty
Executive Director, JCTA

Date

ARTICLE 33 – ENHANCED SUPPORT SCHOOLS

The parties agree that schools identified as Accelerated Improvement Schools (AIS) or those included in a Choice Zone shall receive enhanced support. Choice Zone schools are those serving resides students within the geographic region currently identified in the 2022 Student Assignment (School Choice) Plan. Any changes as to which schools are included in a Choice Zone require approval by the Jefferson County BOE. If such changes are made by the Jefferson County BOE, the parties agree to revisit this Article. The following shall be enacted for schools currently identified as Choice Zone schools or AIS, hereinafter “enhanced support school(s)” and will remain in effect until the school is no longer so identified. The provisions of this Article apply solely to schools receiving enhanced support.

Section A

To better address staffing needs and promote student success at enhanced support schools, the normal Employee transfer process (Article 16) will be modified as follows for enhanced support schools:

Any school identified as an enhanced support school will be exempt from any requirements in the Agreement that mandate placement of voluntary transfers until such time as the school is exiting enhanced support designation.

Active enhanced support schools shall participate in the transfer process beginning February 1 but will not be required to select any staff from the transfer list.

Active enhanced support school principals, including those entering enhanced support status, may recruit employees for a transfer. Such employees who are recruited are not obligated to accept interviews at or a transfer to the enhanced support school. Those schools exiting enhanced support status will not be allowed to recruit employees for a transfer.

The District may place overstaffed employees at enhanced support school locations due to necessary adjustments based on enrollment numbers on the 5th day (or the day determined for student enrollment counts). However, placed overstaffed employees will remain in overstaffed status and have the option of being placed in a non-enhanced support school location for the following academic year or remain at the enhanced support school location by mutual agreement of both the employee and the principal.

The Parties agree that pursuant to state law, the provisions of this collective bargaining agreement shall not supersede the statutory requirements for Comprehensive Improvement Schools.

Section B

To attract and retain high-quality teachers in enhanced support schools, the employer will pay a stipend to employees covered under this collective bargaining agreement. Employees at enhanced support schools will receive an annual stipend on the payment schedule noted below:

- 1 • 1st Stipend - paid on 2nd pay date in October and the teacher must be
2 assigned to the enhanced support school since the first student day
3 through 1st pay date in October.
- 4 • 2nd Stipend - paid on 1st pay date in December and the teacher must
5 be assigned to the enhanced support school by the 1st pay date in
6 October through last pay date in November.
- 7 • 3rd Stipend - paid on 2nd pay date in March and the teacher must be
8 assigned to the enhanced support school by the 1st student day after
9 December 31st through 1st pay date in March.
- 10 • 4th Stipend - paid on last regular paycheck in June and the teacher must
11 be assigned to the enhanced support school by the 1st pay date in
12 March through the last contract workday in the fiscal year.

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14 The initial stipend for all employees assigned to an enhanced support school during the 2023-24
15 school year, and those employees who enter into employment at an enhanced support school
16 during the school years thereafter, will be \$8,000 (annually; paid according to the schedule
17 above). The stipend amount will increase by 1.5% each year (cumulatively) thereby creating
18 stipend levels for each year of service an employee has in an enhanced support school up to
19 their twentieth (20th) year. Years twenty-one (21) through twenty-four (24) will remain at the
20 level of the twentieth (20th) year stipend. An employee who remains in an enhanced support
21 school for twenty-five (25) or more years will receive a stipend of \$14,000.

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24 Payment of the stipend will end at such time an employee leaves an enhanced support school.
25 No portion of the stipend will be retroactively paid for any time period that is not met by the
26 schedule noted above.

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28 Teachers who travel to multiple schools must spend half or more of their work time at
29 enhanced support schools to be eligible for the full amount of the above stipend. No partial
30 stipend will be paid to those who spend less than half of their work time at an enhanced support
31 school.

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33 An employee who is involuntarily transferred to a non-enhanced support school, will no longer
34 receive the stipend. However, an involuntarily transferred employee may resume the stipend
35 level they previously received upon returning to an enhanced support school. An employee
36 returning to an enhanced support school after voluntarily transferring to a non-enhanced
37 support school will start over beginning at the initial stipend level.

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39 Employees who move between enhanced support schools will maintain their accrued increases
40 and will continue to receive annual increases each year they continue teaching in an enhanced
41 support school.

42 Section C

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45 Employees at a school receiving enhanced support who obtain National Board Certification and
46 teach at an enhanced support school for three (3) full school years thereafter will be reimbursed
47 for fees paid obtaining National Board Certification upon request and presentation of

1 documents evidencing the fees paid. Employees who have been at an enhanced support school
2 for three (3) years or more who obtain a recertification of an existing National Board
3 Certification will be reimbursed for their recertification fees upon request and presentation of
4 documents evidencing the fees paid.

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6 Section D

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8 In an effort to recruit, retain, and develop highly effective teachers in enhanced support schools,
9 the Employer and the Association agree to work in collaboration to provide the following
10 comprehensive supports:

- 11 1. The Employer may offer certified teachers hourly pay in order to provide
12 targeted interventions for students either before or after school.
- 13 2. The Employer, in collaboration with teachers, may provide additional
14 instructional resources and materials in order to provide struggling students
15 with needed resources and materials for learning.
- 16 3. Enhanced support schools will extend the school year for teachers by adding
17 five (5) additional professional development days at the beginning of the school
18 year, paid at the hourly rate. Enhanced support schools may adjust when these
19 extra days are utilized by using the normal contract deviation procedure prior to
20 February 1.
- 21 4. The Association and the District agree to work together to develop a plan to
22 provide extended planning (professional learning time during the instructional
23 day) for enhanced support schools.
- 24 5. The Association and the District agree to explore reducing class sizes at
25 enhanced support schools.
- 26 6. Employees at enhanced support schools may apply for designated funds for
27 professional development and professional team development, to address
28 identified professional and student needs.
- 29 7. The District will work to reduce the need for teachers in enhanced support
30 schools to fill in for absences and vacancies.
- 31 8. The District will work to provide mental wellness supports to the staff in
32 enhanced support schools.

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42 Section E

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44 The Association and the Employer agree that the entry of assignments with grades may
45 need to be more frequent at enhanced support schools.

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47 Section F

1 The Association and the Employer agree that improvement of enhanced support schools is of
2 critical importance and that the Superintendent, in consultation with school principals, may
3 transfer a teacher from an enhanced support school to another school for good cause and to
4 address educational needs.
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MEMORANDUM OF UNDERSTANDING

by and between the
Jefferson County Board of Education (hereinafter JCBE) and the
Jefferson County Teachers Association (hereinafter JCTA)

The parties hereby agree to the following understanding regarding the implementation of Article XVI – Transfer, Section E for the 2022-2023 school year.

1. Article XVI – Transfer, Section E reads, “the Superintendent or designee for good cause and extenuating circumstances will execute transfers as may be necessary for the efficient operations of the school district”;
2. The parties agree that the Superintendent will utilize this process for positions of and akin to District Resource Teachers, Instructional Leads, and Instructional Coaches working at the District level (hereinafter District Resource Teachers) to serve as the teacher of record in schools experiencing a classroom vacancy for an extended period-of-time (unfilled for more than two weeks). These employees will only be required to serve as the teacher of record for a total of twelve (12) weeks for the 2022-2023 school year.
3. District Resource Teachers will be deployed to schools based on seniority and the certification required to teach in the vacant classroom position. Once a teacher reaches their twelve (12)-week limit, they will no longer be deployed to teach in a classroom.
4. While in the teacher of record assignment, a District Resource Teacher will not be required to perform the duties associated with their District assigned position. These duties will be placed on hold until the District Resource Teacher returns to their District assignment. The Employer will make every effort to avoid depleting an entire District department of District Resource Teachers.
5. While in the teacher of record position, the District Resource Teacher will be afforded and held to all provisions of the contract related to the performance of teacher of record duties.
6. To the extent permissible under the law, school-based non-teacher of record employees will be utilized prior to the deployment of District Resource Teachers.
7. This specific understanding is recognized as being of no precedent, shall not be construed in any way to be precedent, nor used to substantiate any present or future claim by any party to rights by past practice.

DeeAnn Flaherty, JCTA

Date

Brent McKim, JCTA

Date

O’Dell Henderson, JCBE

Date

**AVERAGE CLASSROOM TEACHER SALARIES
BY SCHOOL DISTRICT - 2021 - 22
(Source: KY Dept. of Education)**

Rank	District name	2021-22
1	ANCHORAGE	\$71,634
2	FT THOMAS	\$66,142
3	JEFFERSON CO	\$65,710
4	BARDSTOWN	\$63,184
5	FAYETTE CO	\$62,634
6	PIKEVILLE	\$59,639
7	MCCRACKEN CO	\$58,159
8	BULLITT CO	\$58,140
9	BOONE CO	\$57,535
10	KENTON CO	\$57,168
11	BEECHWOOD	\$57,126
12	MARSHALL CO	\$57,055
13	LUDLOW	\$56,852
14	WALTON VERONA	\$56,327
15	ELIZABETHTOWN	\$56,081
16	RUSSELL	\$56,074
17	HARDIN CO	\$55,590
18	CORBIN	\$55,576
19	PAINTSVILLE	\$55,562
20	MEADE CO	\$55,556
21	CAMPBELL CO	\$55,529
22	MASON CO	\$55,493
23	MARION CO	\$55,436
24	PADUCAH	\$55,378
25	LARUE CO	\$55,307
26	BOYLE CO	\$55,179
27	DAVISS CO	\$55,105
28	JACKSON	\$55,015
29	SPENCER CO	\$54,992
30	CALLOWAY CO	\$54,919
31	GLASGOW	\$54,855
32	OWENSBORO	\$54,764
33	DAYTON	\$54,725
34	LIVINGSTON CO	\$54,525
35	HANCOCK CO	\$54,435
36	SOMERSET	\$54,427
37	BEREA	\$54,274
38	WOODFORD CO	\$54,266
39	CAVERNA	\$54,070
40	WASHINGTON CO	\$53,958

41	MUHLENBERG CO	\$53,923
42	FRANKLIN CO	\$53,795
43	BOWLING GREEN	\$53,782
44	MURRAY	\$53,729
45	ROCKCASTLE CO	\$53,688
46	OWSLEY CO	\$53,560
47	JESSAMINE CO	\$53,450
48	SCOTT CO	\$53,391
49	MADISON CO	\$53,199
50	NEWPORT	\$53,195
51	WHITLEY CO	\$53,124
52	LYON CO	\$53,024
53	SIMPSON CO	\$53,016
54	LAUREL CO	\$52,766
55	MERCER CO	\$52,657
56	TRIGG CO	\$52,656
57	RACELAND	\$52,648
58	ALLEN CO	\$52,639
59	BOYD CO	\$52,462
60	BRECKINRIDGE CO	\$52,352
61	JOHNSON CO	\$52,318
62	MAYFIELD	\$52,307
63	PERRY CO	\$52,275
64	WOLFE CO	\$52,260
65	HENDERSON CO	\$52,221
66	SCIENCE HILL	\$52,107
67	CARROLL CO	\$52,085
68	PIKE CO	\$51,952
69	BARREN CO	\$51,917
70	DANVILLE	\$51,911
71	OLDHAM CO	\$51,817
72	HARRISON CO	\$51,761
73	CARTER CO	\$51,747
74	GRAVES CO	\$51,663
75	CAMPBELLSVILLE	\$51,630
76	HAZARD	\$51,474
77	WARREN CO	\$51,460
78	TAYLOR CO	\$51,456
79	ROWAN CO	\$51,443
80	BREATHITT CO	\$51,384
81	ANDERSON CO	\$51,342
82	METCALFE CO	\$51,330
83	E BERNSTADT	\$51,274
84	MONTGOMERY CO	\$51,044
85	ASHLAND	\$51,027

86	HENRY CO	\$50,986
87	SHELBY CO	\$50,984
88	ERLANGER	\$50,976
89	KNOTT CO	\$50,899
90	LETCHER CO	\$50,803
91	ADAIR CO	\$50,610
92	OHIO CO	\$50,568
93	CALDWELL CO	\$50,528
94	ESTILL CO	\$50,508
95	BOURBON CO	\$50,449
96	TRIMBLE CO	\$50,359
97	RUSSELL CO	\$50,350
98	CLAY CO	\$50,314
99	PINEVILLE	\$50,279
100	FLOYD CO	\$50,218
101	BURGIN	\$50,201
102	HART CO	\$50,200
103	BELL CO	\$50,200
104	NELSON CO	\$50,158
105	MCCREARY CO	\$50,153
106	KNOX CO	\$49,875
107	CASEY CO	\$49,867
108	UNION CO	\$49,833
109	FRANKFORT	\$49,805
110	GREEN CO	\$49,787
111	PULASKI CO	\$49,763
112	EDMONSON CO	\$49,583
113	MORGAN CO	\$49,573
114	CRITTENDEN CO	\$49,448
115	COVINGTON	\$49,402
116	WAYNE CO	\$49,398
117	BALLARD CO	\$49,391
118	HICKMAN CO	\$49,372
119	GRAYSON CO	\$49,352
120	GALLATIN CO	\$49,315
121	OWEN CO	\$49,283
122	GARRARD CO	\$49,216
123	CLARK CO	\$49,197
124	JACKSON CO	\$49,160
125	BRACKEN CO	\$49,056
126	MARTIN CO	\$49,052
127	LESLIE CO	\$48,897
128	CLINTON CO	\$48,877
129	MAGOFFIN CO	\$48,666
130	HARLAN CO	\$48,642

131	FLEMING CO	\$48,635
132	FAIRVIEW	\$48,564
133	HARLAN	\$48,522
134	LAWRENCE CO	\$48,513
135	BUTLER CO	\$48,480
136	MIDDLESBORO	\$48,459
137	JENKINS	\$48,439
138	HOPKINS CO	\$48,434
139	LEWIS CO	\$48,418
140	CARLISLE CO	\$48,262
141	EMINENCE	\$48,184
142	LINCOLN CO	\$48,138
143	BATH CO	\$48,116
144	LOGAN CO	\$47,943
145	GRANT CO	\$47,901
146	MCLEAN CO	\$47,879
147	GREENUP CO	\$47,856
148	MONROE CO	\$47,791
149	BARBOURVILLE	\$47,766
150	TODD CO	\$47,753
151	CHRISTIAN CO	\$47,640
152	BELLEVUE	\$47,632
153	NICHOLAS CO	\$47,480
154	FULTON CO	\$47,306
155	SOUTHGATE	\$46,981
156	PENDLETON CO	\$46,789
157	POWELL CO	\$46,771
158	ROBERTSON CO	\$46,688
159	LEE CO	\$46,683
160	CUMBERLAND CO	\$46,643
161	WEBSTER CO	\$46,592
162	ELLIOTT CO	\$46,358
163	CLOVERPORT	\$46,137
164	WILLIAMSTOWN	\$46,057
165	PARIS	\$45,982
166	AUGUSTA	\$45,624
167	WILLIAMSBURG	\$45,600
168	MENIFEE CO	\$45,361
169	DAWSON SPGS	\$44,532
170	RUSSELLVILLE	\$44,109
171	FULTON	\$42,957

STATE AVERAGE	\$55,016
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Number of Districts with Percentage Pay Raises

(Source: KEA)

Pay Raise	# Districts	% Districts
Steps on the established salary schedule only	2	5%
Steps on the salary schedule plus a up to a 1% raise	4	10%
Steps on the salary schedule plus up to a 2% raise	12	30%
Steps on the salary schedule plus up to a 3% raise	9	23%
Steps on the salary schedule plus up to a 4% raise	3	8%
Steps on the salary schedule plus up to a 5% raise (JCPS = 4% + \$1,000)	9	23%
Steps on the salary schedule plus a greater than 5% raise	1	3%